

RESOLUTION NO. RS2018-1221

A resolution requesting that the Metropolitan Civil Service Commission propose a pay plan for Metropolitan Government employees limited to the ensuing FY2018-2019 fiscal year, and requesting the Mayor, Director of Finance, and Civil Service Commission to refrain from multi-year pay plans in the future unless a financing plan is presented adequately demonstrating that future revenues will be sufficient to meet the multi-year obligation.

WHEREAS, pursuant to Section 12.03 of the Metropolitan Charter, the Civil Service Commission is charged with several duties, including advising and supervising the Metropolitan Director of Personnel in personnel administration; and

WHEREAS, pursuant to Section 12.07 of the Metropolitan Charter, the Civil Service Commission shall promulgate rules of the Commission which include administration of the pay plan; and

WHEREAS, pursuant to Section 12.10 of the Metropolitan Charter, the Civil Service Commission is responsible for creating a pay plan, which is to include the salary ranges for each grade; and

WHEREAS, upon approval by the Civil Service Commission, the Director of Personnel is to forward the pay plan to the Director of Finance to determine the budgetary implications, who in turn forwards the plan to the Mayor for approval; and

WHEREAS, further pursuant to Section 12.10 of the Metropolitan Charter, the Metropolitan Council is required to either (1) adopt the general pay plan, or (2) adopt the same as amended but without modifying the plan except by uniform modification of all grades, or (3) reject the same; and

WHEREAS, in 2017, the Metropolitan Civil Service Commission assigned each employment classification to a salary grade as of July 1, 2017, July 1, 2018, and July 1, 2019, and adopted salary ranges for each grade; and

WHEREAS, on June 20, 2017, the Metropolitan Council adopted the multi-year pay plan proposed by the Metropolitan Civil Service Commission pursuant to Resolution Nos. RS2017-717 and RS2017-719; and

WHEREAS, the Metropolitan Government has an interest in maintaining appropriate flexibility to allow responsiveness to changing fiscal circumstances. Adopting pay plans extending beyond the immediate ensuing fiscal year impacts future budgets without assurances that revenues will necessarily be available to cover the underlying pay plan commitments.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE METROPOLITAN GOVERNMENT OF NASHVILLE AND DAVIDSON COUNTY:

Section 1. The Metropolitan County Council hereby goes on record as requesting that the Metropolitan Civil Service Commission propose a pay plan for Metropolitan Government employees limited to the ensuing FY2018-2019 fiscal year.

Section 2. The Metropolitan County Council further goes on record as requesting that the Mayor, Director of Finance, and the Metropolitan Civil Service Commission refrain from proposing multi-year pay plans henceforth unless a financing plan is presented adequately demonstrating that future revenues will be sufficient to meet the multi-year obligation.

Section 3. The Metropolitan Clerk is directed to send a copy of this Resolution to each member of the Civil Service Commission, to the Finance Director, and to the Metropolitan Department of Human Resources Director.

Section 4. This Resolution shall take effect from and after its adoption, the welfare of The Metropolitan Government of Nashville and Davidson County requiring it.

INTRODUCED BY:

Tanaka Vercher
Member of Council